

Renewal and Training of New Representatives

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Questions:

- What is EBRD STAFF COUNCIL?
- HOW TO ACHIEVE A FULL REPRESENTATION?
- HOW TO INTEGRATE NEWCOMERS?



What is EBRD Staff and Staff Council?

Staff: Not civil servants

Staff Council: Consultative body

No negotiation rights

Right to receive information and provide comments

Strengths:

The only democratically elected body representing staff

Ability to openly communicate with all staff



What is EBRD STAFF COUNCIL?

- EBRD Staff Council is not an association
- 14 representatives
- Voluntary
- No monetary reward
- No time release



ELECTING TO STAFF COUNCIL

- **ELECTION COMMITTEE:** 1 lawyer nominated by Legal Dept + 2 employees nominated by Staff Council
- Election Committee has sole power on the election procedures
- Election Committee determines the rules of the Election Campaign!

- **STAFF COUNCIL:** Elections conducted according to Election Rules
- Election Rules can be changed only by the majority of Staff Council



HOW TO ATTAIN A FULL REPRESENTATION?



Flexibility in Planning

MAIN PREPARATORY WORK – by STAFF COUNCIL:

- REVIEW THE CONSTITUENCIES REGULARLY TO ENSURE PROPORTIONATE REPRESENTATION
- HAVE FLEXIBLE ELECTION RULES ALLOWING TO REALLOCATE CANDIDATES AFTER VOTING
- Example: if there are not enough candidates in one constituency and a surplus in another, a candidate with a majority votes from the one with surplus will be reallocated
- ADVISE IN ADVANCE OF THE START OF THE ELECTIONS
- PROMOTIONAL EVENTS BEFORE ELECTIONS



How to attract people?

- One to One canvassing
- Appeal to and encourage active people
- All staff meeting shortly before the election
- Conduct surveys in underrepresented or unrepresented constituencies
- Visit underrepresented constituencies (Resident offices), invite for lunch discussions
- Desperate measure – ask Management to issue a support statement (Bankers)



Campaigning

- **Canvassing campaign:**
- **1 meeting with staff**
- **1 intranet page**
- **1 email – NEW – sent individually to ALL STAFF**



TRAINING For Newly Elected Members

- Mandatory Induction programme:
 - Modus operandi
 - History, current initiatives
 - SC/Management working dynamics
 - Salary/benefits negotiations strategy
 - Internal justice mechanism



TRAINING, TRAINING AND TRAINING

- Team retreat straight after the election – specialisation and diversification
- Specialised training is by HR, SC colleagues
- Conferences
- Conference of IFIs' Staff Associations
- ACAS - Advisory, Conciliation and Arbitration Service
- CIPD - Chartered Institute of Personnel and Development
- Bretton Woods Centre of Excellence
- Team building initiatives

